State of California CALIFORNIA OCCUPATIONAL SAFETY AND HEALTH APPEALS BOARD CLOSED SESSION AGENDA

Government Code § 11126 (a), (c)(3), and (e)

for

Wednesday, September 29, 2010 10:00 a.m. Sacramento, California

&

West Covina, California

TO: Members of the California Occupational Safety and Health

Appeals Board

FROM: J. Jeffrey Mojcher, Chief Counsel

DATE: September 16, 2010

RE: Closed Session of the Board to be held on September 29, 2010

Pursuant to Government Code section 11126, subdivisions (a), (c)(3), and (e) and the Labor Code sections 6609 and 6620, the Appeals Board will hear the following items in Closed Session.

DECISION OF ADMINISTRATIVE LAW JUDGE:

(Written decision issued by an Administrative Law Judge. The decision summarizes the evidence received from the Division of Occupational Safety & Health and the Employer, makes findings of fact for all issues involved in the appeal and gives reasons and grounds for the decision. The Board Members review the decision and decide if they will reconsider the ALJ decision on their own motion.)

 NATIONAL RAILROAD PASSENGER CORP. DBA AMTRAK, 09-R1D1-2859 AND 2860

ORDERS OF ADMINISTRATIVE LAW JUDGES:

(Written order issued by an Administrative Law Judge after a pre-hearing conference in which the Division of Occupational Safety & Health and the Employer agree to settle an appeal without a hearing. The Board Members review the order and decide if they will reconsider or remand the issued order.)

- 1. A & F AUTO BODY REPAIR, INC., 10-R6D7-0062
- 2. A TRUE BLUE COMPANY DBA LABOR READY, 08-R2D4-5006
- 3. ABLE RAIN GUTTER, 10-R3D1-1136

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- 4. ALL-AMERICAN ASPHALT (A-CORP.), 09-R3D1-3833 THROUGH 3835
- 5. HELIODORO ALTAMIRA DBA CHINO LANDSCAPING, INC. & GARDENING SERVICES, 08-R4D3-1362 AND 1363
- 6. AMERICAN TECHNOLOGIES, INC., 09-R3D2-3982 AND 3983
- 7. APPCO, 10-R2D4-0809 THROUGH 0811
- 8. ADAM ASKARI, DDS DBA COMFORT DENTAL GROUP, 08-R1D2-3917 THROUGH 3923
- 9. ANGIE NG BATES DBA LEE & LEE GARMENT, INC., 10-R6D7-0765
- 10. BHANDAL BROS. TRUCKING, INC., 09-R6D1-2229 THROUGH 2231
- 11. BIG LOTS, INC. #4463, 09-R2D4-0658 AND 0659
- 12. CA TRANSPORTATION, 10-R2D1-1666
- 13. CEDAR LANE NATURAL FOODS, INC., 09-R6D2-4245 THROUGH 4249
- 14. CDT SERVICE CORPORATION DBA NEW DAWN RECOVERY CENTERS, 09-R2D1-2244
- 15. CEMEX CALIFORNIA CEMENT LLC, 10-R5D3-0689 AND 0690
- 16. CPP CONSOLIDATING PRECISION CORP., 09-R6D2-4135 THROUGH 4138
- 17. CROWN VALLEY BODY SHOP, INC., 10-R6D5-2424
- 18. D & A INTERNATIONAL, 09-R1D4-0098 THROUGH 0101
- 19. DAMERON ALLOY FOUNDRIES, 09-R6D2-4237 THROUGH 4240
- 20. JOSE de JESUS GUTIERREZ DBA CALIFORNIA NURSERIES, 10-R4D3-0846 THROUGH 0848
- 21. DEBENEDETTO FRUIT CO. LLC, 10-R2D5-0740 THROUGH 0743
- 22. DEL REAL FOODS. 09-R6D2-3853 THROUGH 3859
- 23. ECONOMY CONTAINER, INC., 08-R1D2-5173 AND 5174
- 24. EXETER-IVANHOE CITRUS, 10-R2D5-1628 AND 1629

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- 25. FARMERS' RICE COOPERATIVE, 10-R2D1-1624
- 26. FIVE D WESTSIDE FARMS, 08-R2D5-2309
- 27. FRITO LAY, INC., 09-R2D4-3222
- 28. G L VENEER, 10-R4D2-1145
- 29. GOLD COAST ERECTORS, INC., 09-R6D5-4088
- 30. HALEY BROTHERS, INC., 08-R2D4-3741 AND 3742
- 31. HAMES FRAMING CORPORATION, 09-R3D2-3935
- 32. HHS CONSTRUCTION, 10-R4D1-0231
- 33. HOLFAM CORP. DBA HOLLAND INDUSTRIES, 09-R6D2-3955
- 34. HOMER T. HAYWARD LUMBER COMPANY, 10-R4D3-0374 THROUGH 0376
- 35. HOSKINS MECHANICAL, 09-R2D3-3219
- 36. HP QUALITY BODY SHOP, INC., 10-R6D5-0638 AND 0639
- 37. INTERPAC TECHNOLOGIES, INC., 08-R2D1-2905 AND 2906
- 38. J & J CUSTOM FABRICATING, INC., 09-R6D2-4025 THROUGH 4027
- 39. JEFFCO PAINTING & COATING, INC., 09-R5D1-2478
- 40. JMC BUILDERS, 10-R3D3-0533 THROUGH 0536
- 41. JOHN SIKKEMA CONSTRUCTION CO., 08-R2D4-3099 THROUGH 3101
- 42. STUART KRUM DBA SCHATZ & KRUM, 09-R6D7-3428
- 43. STEVE LEE DBA MAGIC AUTO DETAIL, 09-R6D7-2419
- 44. MANERI SIGN CO., INC., 10-R6D2-1926 THROUGH 1931
- 45. MARK BEAMISH WATERPROOFING CONSTRUCTION CO., INC., 10-R4D2-0755
- 46. MARQUEZ MARQUEZ FOOD PRODUCTS, INC., 09-R6D2-3627 THROUGH 3630
- 47. MARQUEZ MARQUEZ FOOD PRODUCTS, INC., 09-R6D2-3649 AND 3650

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- 48. MATURIN GROUP, INC. DBA PICO RIVERA PALLET, 10-R3D3-1899 AND 1900
- 49. MENDOCINO SOLID WASTE MANAGEMENT AUTHORITY, 08-R1D5-5084 THROUGH 5088
- 50. MENLO WORLDWIDE LOGISTICS, 10-R3D6-1855
- 51. MERIT MASONRY, INC., 10-R3D6-2268
- 52. MID VALLEY NUT COMPANY, INC., 10-R6D7-1880 AND 1881
- 53. MOISES AUTO BODY & PAINT, INC., 10-R6D5-1203 AND 1267
- 54. MOONLIGHT PACKING CORPORATION, 08-R2D5-2940
- 55. NORCO DELIVERY SERVICES, 10-R4D2-1038 THROUGH 1040
- 56. NPR WOODMAN CAR WASH, INC. DBA WOODMAN CAR WASH, 09-R6D5-4255 THROUGH 4257
- 57. MUSHTAQ OONWALA DBA FELLA CONTRACTORS, 09-R6D5-4191
- 58. P. G. & E., 08-R2D5-2244 THROUGH 2250
- 59. PACIFIC COAST PRODUCERS, 08-R2D4-4173
- 60. PACIFIC STATE INDUSTRIES, INC. DBA REDWOOD EMPIRE SAWMILL, 09-R1D5-1098 AND 1099
- 61. ELENA PINEDO DBA LP PALLET, 10-R6D5-1588 AND 1589
- 62. POTTER FARMS, 09-R2D4-2725 THROUGH 2728
- 63. POTTER FARMS, 09-R2D4-3220 AND 3221
- 64. POWER AUTOBODY & PAINT, INC. DBA RAINBOW AUTO CENTER, 10-R6D5-2207 THROUGH 2209
- 65. PRAXAIR DISTRIBUTION, INC., 10-R3D5-2078
- 66. PRECISION HERMETIC TECHNOLOGY, 09-R6D2-4294 THROUGH 4298
- 67. PRIORITY BUSINESS SERVICES, INC. DBA PRIORITY STAFF, 10-R6D1-1309 AND 1310

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- 68. R. G. AG SERVICES, 10-R2D5-1485 AND 1486
- 69. RBA BUILDERS, 10-R3D1-0658
- 70. REITER AFFILIATED COMPANIES LLC, 10-R4D3-1559
- 71. RICHFIELD, INC., 10-R3D6-1555
- 72. ROBERT BRKICH CONSTRUCTION CORP., 10-R3D6-1698
- 73. ROCHE PALO ALTO, 09-R1D2-2661
- 74. S & S FOODS, 10-R3D6-1582
- 75. SECURITAS SECURITY SERVICES USA, INC., 10-R3D3-1901
- 76. SMURFIT-STONE CONTAINER CORP., 10-R3D3-2332 THROUGH 2334
- 77. SSA MARINE DBA SSA TERMINALS (LONG BEACH) LLC, 09-R6D2-2479
- 78. STEINY & COMPANY, INC., 09-R2D1-2989
- 79. STERLING LAND CARE, INC., 10-R3D1-1427
- 80. STEVE ZAPPETINI & SON, INC., 09-R1D5-1365 AND 1366
- 81. STILES TRUCK BODY & EQUIPMENT, INC., 09-R2D4-0589 THROUGH 0593
- 82. SUN RAPT FOODS LLC DBA EARLIBEST CITRUS PACKERS, 10-R6D5-2429 AND 2430
- 83. SUNWEST ELECTRIC, INC., 09-R2D2-0031 AND 0032
- 84. T. MARZETTI COMPANY, 09-R1D2-1946 AND 1947
- 85. T. MARZETTI COMPANY, 09-R1D2-1948
- 86. TARGET STORES, 10-R2D5-1054 AND 1055
- 87. THE ENKEBOLL CO. DBA ENKEBOLL DESIGNS, 09-R6D2-3809 THROUGH 3812
- 88. THE SALVATION ARMY, 10-R3D1-0915
- 89. TOS FARMS, INC., 09-R2D5-3130

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- 90. UTOPIA DEVELOPMENT, INC., 10-R6D2-1780 AND 1781
- 91. ODWAL R. VALENCIA DBA AG PRO MANAGEMENT, 08-R2D4-3981
- 92. VICTORIA SKIMBOARDS, INC., 10-R3D1-0744 THROUGH 0746
- 93. VOTAW PRECISION TECHNOLOGIES, 10-R6D2-1704
- 94. WATKINS CONSTRUCTION CO., INC., 10-R4D3-0303
- 95. ZHOU S. YUAN, 08-R1D1-4447 THROUGH 4453

ORDER DISMISSING APPEAL:

(Written order issued by an Administrative Law Judge disposing of an Employer appeal.)

- 1. CON AGRA FOODS, INC., 08-R2D4-4577
- 2. NORDBY WINE CAVES, INC., 09-R5D1-2477

ORDERS DENYING LEAVE TO FILE LATE APPEALS:

- 1. CALIFORNIA TEAM SHEET METAL, INC., 10-R1D2-9203
- 2. FRANCISCO SEPULVEDA GARDICA, CANDY'S AUTO BODY, 10-R6D5-9213
- 3. PASTAS 11 LLC DBA STRINGS ITALIAN CAFÉ #17, 10-R2D1-9214

ORDER ON REMAND:

1. SOUTH BAY LANDSCAPING, 10-R3D1-0356

ORDER AFTER REMAND:

- 1. ASC PROFILES, INC. DBA AEP SPAN, 10-R3D3-1165
- 2. CALIFORNIA FRESH FARMS LLC, 06-R2D4-4127 AND 4224

LEGAL MATTERS:

(Any legal matter that must be acted upon or legal matters pending before the Board requiring specific Board action.)

STIPULATIONS:

1. C. OVERAA AND COMPANY, 09-R6D3-3597

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- 2. FARM HARVEST, INC., 08-R1D2-2670 THROUGH 2672
- 3. UNITED PARCEL SERVICE, INC., 09-R1D1-2933 AND 2934

PETITION FOR RECONSIDERATION:

(The Division of Occupational Safety & Health and the Employer each has the right to petition the Appeals Board to reconsider a decision or order of an Administrative Law Judge. The Appeals Board must decide to grant or deny each petition.)

- 1. ARMOND AVAKIAN HOMEOWNER, 08-R4D2-0592 THROUGH 0594
- 2. JUANA GONZALES DBA LOS REYES RESTAURANT, 10-R6D7-9184
- 3. SHIMMICK-OBAYASHI, 08-R3D3-5023 THROUGH 5025

DENIALS OF PETITIONS FOR RECONSIDERATION (DRAFTS):

- 1. A. L. GILBERT, 08-R5D1-1646 AND 1647
- 2. JAGUAR FARM LABOR CONTRACTING, INC., 09-R2D4-1135 THROUGH 1138

DECISIONS AFTER RECONSIDERATION (DRAFTS):

(If the Appeals Board grants a petition for reconsideration it reviews the facts of the appeal and then issues a decision after reconsideration upholding, reversing or modifying the underlying ALJ decision.)

- 1. AARON METALS COMPANY, INC., 09-R1D4-2137 AND 2138
- 2. AC TRANSIT, 08-R1D4-0135
- 3. AGWOOD MILL & LUMBER, INC., 08-R1D5-1068
- 4. VERNON MELVIN ANTONSEN & COLLEEN K. ANTONSEN, INDIVIDUALLY DBA ANTONSEN CONSTRUCTION, 06-R2D3-1272
- 5. ANNING-JOHNSON COMPANY, 06-R1D3-1976
- 6. AVESON EDUCATIONAL COOPERATIVE, 09-R4D2-0337
- 7. BART, 03-R1D1-5170
- 8. BIMBO BAKERIES USA, 05-R6D2-856 AND 857
- 9. BLF, INC. dba LARRABURE FRAMING, 03-R4D3-4428 AND 4429

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- 10. BOBERG ENGINEERING & CONTRACTING, INC., 06-R3D3-4963
- 11. BRUNTON ENTERPRISES, INC. DBA PLAS-TAL MFG. CO., 08-R3D3-3445
- 12. BRUNTON ENTERPRISES DBA PLAS-TAL MFG. CO., 09-R6D2-2239 THROUGH 2241
- 13. BURTON L. SILVA FARMS, 09-R1D2-1498
- 14. C & M FINE PACK, INC. 07-R6D2-4149 THROUGH 4155
- 15. C.C. MYERS, INC., 08-R1D1-952 THROUGH 955
- 16. CA CORRECTIONS, 08-R2D5-0975 THROUGH 0978
- 17. CA RASMUSSEN, INC., 08-R4D5-219 AND 220
- 18. CALIFORNIA INTERSTATE EXPRESS, 09-R4D2-3460
- 19. CELTIC SCAFFOLDING, INC., 08-R1D1-1469 THROUGH 1471
- 20. CLINE CELLARS, INC., 08-R1D5-2946
- 21. CJI PROCESS SYSTEMS, 09-R6D2-1333 THROUGH 1336
- 22. CNL ROOFING COMPANY, 08-R1D2-1692 AND 1693
- 23. COMMERCIAL METAL FORMING, 09-R3D1-1592
- 24. CORE GENERAL CONTRACTOR, INC. DBA CORE BUILDERS, 08-R1D2-1379
- 25. CORONADO IRRIGATION SERVICES, 09-R4D2-0385 THROUGH 0387
- 26. DAKOTA COMPANIES UNLIMITED, 05-R4D3-392 AND 393
- 27. DESIGN BUILDERS, INC., 08-R4D4-1901
- 28. JOAQUIN DUARTE DBA PROFESSIONAL TREE SERVICE, 09-R3D3-1111
- 29. DUKE PACIFIC, INC., 06-R3D3-5175 THROUGH 5177
- 30. DUKE PACIFIC, INC., 08-R3D3-574
- 31. DUININCK BROS., INC., 06-R4D3-2871
- 32. DYNALECTRIC, 03-R1D1-4101

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- 33. E. C. U., INC., 09-R3D5-1094 AND 1095
- 34. EPSILON ELECTRONICS, INC. DBA POWER ACOUSTIK ELECTRONICS, 09-R6D2-2325 THROUGH 2332
- 35. ESTENSON LOGISTICS LLC 05-R1D4-1755 AND 1756
- 36. EZ MIX, INC., 08-R4D3-1898
- 37. FORKLIFT SALES OF SACRAMENTO, INC., 05-R2D1-3477
- 38. FORTUNA IRON WORKS 06-R2D3-4222
- 39. FREAS PLASTERING CO., INC., 08-R1D1-1188 AND 09-R1D1-2568
- 40. G.T. ALDERMAN, INC., 05-R4D3-3513
- 41. GENERAL TRUSS CO. INC., 06-R2D1-783 AND 784
- 42. GHILOTTI BROS. CONTRACTORS, 04-R1D5-2321 AND 2322
- 43. GLASS PAK, 03-R2D2-750 AND 751
- 44. GOLDEN WEST INDUSTRIES, INC., 08-R3D2-3930
- 45. GRISWOLD INDUSTRIES, 09-R6D2-0981 THROUGH 0984
- 46. HARBOR ORNAMENTAL, INC., 09-R3D5-2086
- 47. HB PARKCO, 07-R4D2-1730 AND 1731
- 48. HELPMATES STAFFING SERVICES, 05-R3D3-2239
- 49. HELM & SONS, INC., DBA HELM & SONS AMUSEMENTS, 08-R3D3-3513
- 50. HUSSMAN CORPORATION, 03-R3D1-2939
- 51. INDUSTRIAL MASONRY, INC., 07-R3D2-735 AND 736
- 52. INTERNATIONAL ALUMINUM CORPORATION, 09-R6D2-1185
- 53. IRWIN INDUSTRIES, INC., 08-R6D4-1454 THROUGH 1456
- 54. JENSEN PRECAST, 05-R2D1-2377
- 55. JOHN LAING HOMES, 04-R3D1-194 AND 195

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- 56. JOHN M. FRANK CONSTRUCTION, 06-R4D3-968
- 57. JT WINDOWS, INC., 09-R6D2-0693 THROUGH 0698
- 58. KELLY SERVICES, INC., 06-R1D2-1024
- 59. KINDER MORGAN ENERGY PARTNERS, LP., 05-R5D1-2013 AND 2014
- 60. LA MINA CANTINA, 09-R2D5-0039
- 61. LAND O' LAKES PURINA FEED LLC, 08-R2D4-1843 AND 1844
- 62. LIQUIVISION TECHNOLOGY, INC., 08-R2D1-1712 THRUOGH 1714
- 63. LION RAISINS, INC., 08-R2D5-2253 AND 2254
- 64. LOS ANGELES, CITY OF, HOUSING AUTHORITY, (HACLA), 05-R4D2-2541
- 65. LOS ANGELES, COUNTY OF, DEPT. OF PUBLIC WORKS, 07-R4D2-2540
- 66. MARINE TERMINALS, 08-08-R6D2-1920
- 67. MELMARC PRODUCTS, INC., 09-R3D1-2878
- 68. MICHELS CORP. DBA MICHELS PIPELINE CONSTRUCTION, 07-R5D1-4274
- 69. NEWMAN FLANGE & FITTING COMPANY, 07-R2D4-2581 THROUGH 2583
- 70. NIBBI BROTHERS ASSOCIATES, INC., 07-R1D1-2494
- 71. PARAMOUNT FARMS, KING FACILITY, 09-R4D3-0864
- 72. PARKER-HANNIFIN CORPORATION. 08-R2D4-2508
- 73. PERFORMANCE CONTRACTING GROUP DBA PERFORMANCE CONTRACTING, INC., 08-R2D1-0025 AND 0026
- 74. POUK & STEINLE, INC., 09-R3D3-0491
- 75. PUSD ALEXANDER HAMILTON ELEMENTARY SCHOOL, 09-R4D2-0784
- 76. R.A. CAMPBELL, INC., 09-R6D2-1209 THROUGH 1211
- 77. R & L BROSAMER, INC., 03-R1D5-4832
- 78. RIEZEBOS CONSTRUCTION, INC., 08-R2D5-1730

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- 79. ROBERT BRKICH CONSTRUCTION CORP., 10-R3D6-1698
- 80. S & S FOODS, 10-R3D6-1582
- 81. JOSH AND CARRIE SALAZAR DBA CJ MANUFACTURING, 09-R6D2-1710
- 82. SAN FRANCISCO FIRE DEPARTMENT, 09-R1D1-0655
- 83. SANTA PAULA HARVESTING, 09-R4D3-0510 THROUGH 0514
- 84. SANTA ROSA CITY TRANSIT AND PARKING DEPARTMENT, 05-R1D5-1417
- 85. SELECT REMEDY, 08-R2D5-0048 THROUGH 0050
- 86. SHEEDY DRAYAGE COMPANY, 06-R1D4-3053 THROUGH 3055
- 87. MARTIN J. SOLIS DBA SOLIS FARM LABOR CONTRACTOR, 08-R2D1-3414 THROUGH 3418
- 88. STACY & WITBECK, INC., 05-R1D1-1142
- 89. STENDERUP AG PARTNERS, 09-R6D2-2111 AND 2112
- 90. SUNOPTA FRUIT GROUP, 09-R3D1-9245
- 91. SUNRISE GROWERES FROZSUN FOODS, 09-R4D3-2850
- 92. TEICHERT & SON, INC., A CORPORATION DBA TEICHERT AGGREGATES, 04-R5D2-850 AND 851
- 93. TEICHERT & SON, INC. DBA TEICHERT CONSTRUCTION, 05-R2D4-2650 AND 2651
- 94. TEICHERT AGGREGATES, 04-R5D1-2982
- 95. UKIAH FORD-LINCOLN-MERCURY, INC., 06-R1D5-2256 AND 2557
- 96. UNITED PARCEL SERVICE, 07-R3D3-3322
- 97. WEBCOR CONSTRUCTION, 06-R1D1-2093 THROUGH 2095
- 98. WESTCOAST COMMUNICATION, 05-R2D3-2801 AND 2802
- 99. WINCHESTER CONSTRUCTION, 08-R4D3-4709 AND 4710

PENDING LITIGATION:

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(If the Division of Occupational Safety & Health or the Employer disagrees with a decision after reconsideration or a denial of a petition for reconsideration, either one or both parties may apply to the California Superior Court for a writ of mandate. The Appeals Board receives legal advice from its Legal Unit and provides policy direction regarding pending litigation.)

SUPERIOR COURT:

- 1. JERLANE, 37-2007-00056381-CU-WM-NC (01-4344/4345)
- 2. JERLANE, 37-2009-00059323-CU-WM-NC (08-1733)
- 3. E.L. YEAGER CONSTRUCTION COMPANY, INC. (DOSH v OSHAB), 34-2007-00882192-CU-WM-GDS, (01-3261)
- 4. BRUTOCO ENGINEERING & CONSTRUCTION, INC., 30-2007 00100159 (07-9223)
- 5. MCI WORLDCOM, 34-2008-00006043-CU-WM-GDS (DOSH v. OSHAB) (00-440
- 6. SHIMMICK CONSTRUCTION CO., 34-2008-80000121-CU-WM-GDS (06-1136)
- 7. XL CONSTRUCTION, 34-2009-80000300 (08-1191/1193)
- 8. M.C.M. CONSTRUCTION, INC., 34-2009-80000378 (09-9230)
- 9. WEBCOR CONSTRUCTION LP dba WEBCOR BUILDERS, 34-2009-80000384 (08-R1D2-2499/2500)
- 10. WEBCOR BUILDER, INC., 34-2010-80000439 (06-R1D1-3030/3032)
- 11. WPCS INTERNATIONAL SUISUN CITY, INC., 34-2010-80000430 (09- 9280/9281)
- 12. JC CONSTRUCTION, BS124990 (09-9265)
- 13. FRESNO PRODUCE, CO., INC., 10CECG02394 (10-R6D1-9064)
- 14. MISSION FLAVORS AND FRAGRANCE, INC., 34-2010-80000599 (05-R6D2-1139)
- 15. GRANITE CONSTRUCTION CO., INC., (DOSH V OSHAB) 34-2010-800006047 (07-R5D1-3611)
- 16. CLARK PACIFIC, A GENERAL CALIFORNIA PARTNERSHIP, 34-2010-80000640 (08-R2D1-0027 THROUGH 0030

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COURT OF APPEAL

- 1. SOUTHERN CALIFORNIA EDISON, B223828 (BS 119297) (08-9062)
- 2. HARRIS CONSTRUCTION COMPANY, INC., C060578 (07-CS00518) (05-3914)*
- 3. HARRIS CONSTRUCTION COMPANY, INC., C065265 (07CS00518) (05-3914)*

OTHER LEGAL MATTERS

(Any legal matter that comes about after the agenda is noticed 10 days in advance of the meeting announcement and that must be acted upon or legal matters pending before the Board requiring specific Board action but do not fall within the above categories.)

PERSONNEL

(Issues regarding staff.)

Any matter not completed at this Closed Session may be continued to subsequent meetings.